MYSORE LEGISLATIVE ASSEMBLY

TWENTY-NINTH DAY

Wednesday, 24th March 1954

The House met in the Assembly Hall, Old Public Offices, Bangalore, at Twelve of the Clock.

Mr. SPEAKER (Sri H. SIDDAIYA, B.A., LL.B.) in the Chair.

QUESTIONS AND ANSWERS

Mr. SPEAKER.—Question 745 which was postponed yesterday may be taken up to-day.

Superintendents, Mysore Iron and Steel Works, Bhadravati.

Q.—745. Sri L. SIDDAPPA (Channagiri).—

Will the Government be pleased to state :—

(*a*) the number of sanctioned posts of Superintendents in various sections of the Mysore Iron and Steel Works, Bhadravati, and the grade pay the post carries ;

(*b*) the names of present incumbents of the said posts and the dates on which they ware appointed as Superintendents ;

(*c*) the salary they have been actually drawing now and in what grade is it ;

(*d*) whether there has been any disparity between the sanctioned pay of the post and that drawn by the present incumbents and the reasons for the same ;

(*e*) whether the present incumbents have submitted any representation to the management in this behalf and if so, how has it been disposed of ?

A.—Sri H. SIDDAVEERAPPA (Minister for Home and Industries).—

(*a*) Sixteen permanent posts in grade Rs. 300-15-450.

Two posts in grade Rs. 220-10-300 carrying Rs. 300-15-450 (personal grade).

One temporary post in grade Rs. 300-15-450. (These include posts of Purchase Manager, Assistant General Manager, Civil Engineer and Chief Chemist).

(*b*) and (*c*) Statement appended.

(*d*) No, except in the case of those who were recruited as Probationers and have subsequently been posted as Superintendents in the exigencies of service, without reference to seniority and with a view to afford them training ground. These, along with their colleagues, are all given a common grade pay of Rs. 200-20-400 wherever they are posted treating them as supernumeraries, and also in the case of one senior Foreman on Rs. 170 posted as Acting Superintendent.

(*e*) Yes, it is under the consideration of the Management.

(SRI H. SIDDAVEERAPPA.)

Statement showing the sanctioned posts of Superintendents, names of incumbents with dates of their posting, grade pay of the appointment, the present grade and salary of the incumbents.

Sl. No.	Sanctioned post of Superintendent	Name of Incumbent	Date on which posted	Grade pay of the appointment	Present grade and salary
	PERMANENT	Sriyuths—		Rs.	Rs.
1	Superintendent, Cement Plant.	B. Shivappa, O.O.D. as Officiating Works Manager, C & C.	...	300—15—450	450
		(1) A. C. Vasudeva Murthy, Supernumerary, posted to work on his own grade pay.	20—8—1953	Do	260 in grade 200-20-400
2	Purchase Manager ...	G. A. Manjiah	22—8—1951	Do	435
3	Superintendent of Inspection and Efficiency.	K. Nanjappa, O.O.D. as Officiating Works Manager, E. & M.	...	Do	450
		J. T. Kanagaraj ...	31—10—1953	Do	375 in grade 300-25-450 (personal).
4	Superintendent of Open Hearth.	B. Seshadri Sharma, O.O.D. as Superintendent of Construction.	...	Do	450
		H. P. Doreswamiengar, Senior Foreman, Acting Superintendent.	5—7—1951	Do	220+60 AA.
5	Assistant General Manager.	C. K. Srinivasamurthy ...	31—8—1953	Do	435
6	Civil Engineer ...	B. Seetharamaiengar (on leave) ...	6—3—1929	Do	435
		S. Ramiengar, Assistant Civil Engineer, appointed to act as Civil Engineer.	8—2—1954	Do	220+60 AA.
7	Superintendent, Roll Turning Shop.	J. N. Rath	1—7—1948	Do	420

8	Superintendent, Ferro Silicon Plant.	J. T. Kanagaraj, O.O.D. as Superintendent of Inspection and Efficiency, with effect from 31-10-1953.	...	Do	375
		M. Subramanyam, Senior Foreman, posted to work as Superintendent.	27—1—1953	Do	220 Acting salary not yet sanctioned.
9	Superintendent, Rolling Mills.	C. Parasuram Naik ... *Vacant.*	15—9—1949	Do	330
10	Superintendent, Tramways.	(2) P. C. Balakrishnan, Supernumerary, posted to work as Superintendent on his own grade pay. *Vacant.*	31—8—1953	Do	300 in grade 200-20-400
11	Superintendent, Electric Furnace and Steel Foundry.	(3) K. H. Mahadevappa, Supernumerary, posted to work as Superintendent on his own grade pay. *Vacant.*	9—10—1952	Do	260 in grade 200-20-400
12	Superintendent, General Foundry.	(4) K. Basappa, Supernumerary, posted to work as Superintendent on his own grade pay. *Vacant.*	18—5—1953	Do	260 in grade 200-20-400
13	Superintendent, Mechanical Department.	(5) K. Bheemegowda, Supernumerary, posted to work as Superintendent on his own grade pay. *Vacant.*	15—6—1953	Do	260 in grade 200-20-400
14	Superintendent, Pipe Foundry.	(6) M. Lingiah, Supernumerary, posted to work as Superintendent on his own grade pay. *Vacant.*	20—6—1953	Do	260 in grade 200-20-400
15	Superintendent, Electric and Water Supply.	K. S. Venkatarangan, Junior Superintendent, acting as Superintendent.	24—10—1953	Do	300

(SRI H. SIDDAVEERAPPA.)

Statement showing the sanctioned posts of Superintendents, names of incumbents with dates of their posting, grade pay of the appointment, the present grade and salary of the incumbents—(*concld.*).

Sl. No.	Sanctioned post of Superintendent	Name of Incumbent	Date on which posted	Grade pay of the appointment	Present grade and salary
		Sriyuths—		Rs.	Rs.
		Vacant.			
16	Superintendent, Blast Furnace.	C. Rama Rao, (Acting) Assistant Superintendent, acting as Superintendent.	22—3—1951	300—15—450	240+60 AA
17	Superintendent of Mines ...	B. Subba Rao, O.O.D. as Acting Works Manager.	...	220—10—300	450 in grade 300–15–450 (personal).
		K. Y. Srinivasaiengar, Foreman, Acting as Superintendent.	25—2—1948	Do	170+44 AA
18	Chief Chemist and Superintendent, Chemical Plant.	Mohomed Ali ...	16—9—1951	300—15—450	435 in grade 300–15–450 (personal).
	TEMPORARY.				
1	Superintendent of Construction.	B. Seshadri Sharma, O.O.D. as Acting Works Manager in leave vacancy.	...	...	...
		H. S. Vijayaranga Setty, Supernumerary, posted to work as Superintendent on his grade pay.	16—12—1953	300—15—450	260 in grade 200–20–400

ಶ್ರೀ ಎಲ್. ಸಿದ್ದಪ್ಪ.—ಒಟ್ಟಿನಲ್ಲಿ 19 sanctioned ಪೋಸ್ಟುಗಳಿವೆಯೆಂದು ತಿಳಿದುಕೊಳ್ಳ ಬಹುದೆ ?

ಶ್ರೀ ಎಚ್. ಸಿದ್ದವೀರಪ್ಪ.—ಇದನ್ನು ತಮ್ಮ ಗಮನಕ್ಕೆ ತಂದಿದ್ದೇನೆ.

ಶ್ರೀ ಎಲ್. ಸಿದ್ದಪ್ಪ.—(*a*) ಪ್ರಶ್ನೆಗೆ ಉತ್ತರವಾಗಿ ಕೊಟ್ಟಿರುವ ಕ್ವಾಲಿಫಿಕೇಷನ್ ಮತ್ತು ಫಿಗರ್ಸ್ ಅರ್ಥವಾಗಿಲ್ಲ ; sixteen permanent posts in grade Rs. 300-15-450, two posts in grade Rs. 220-10-300 carrying Rs. 300-15-450 (personal grade), etc., ಎಂದು ಹೇಳಿರುವುದರ ಅರ್ಥವೇನು ?

Sri H. SIDDAVEERAPPA.—I have got the statement showing the sanctioned posts of Superintendents in various departments. There are 18 permanent posts and one temporary ; the temporary post is that of the Superintendent of Construction. That has been treated as temporary with grade pay of 350 to 450.

Sri L. SIDDAPPA.—In answer to (*d*) you have said that there is no disparity "except in the case of those who were recruited as Probationers and have subsequently been posted as Superintendents in the exigencies of service, without reference to seniority and with a view to afford them training ground. These, along with their colleagues, are all given a common grade pay of Rs. 200-20-400 wherever they are posted treating them as Supernumeraries, and also in the case of one senior Foreman on Rs. 170 posted as Acting Superintendent."

Is there not disparity in the pay ?

Sri H. SIDDAVEERAPPA.—Yes, Sir, there is some disparity on the face of it.

Sri L. SIDDAPPA.—Out of these 19 sanctioned vacancies, how many are permanent vacancies ?

Sri H. SIDDAVEERAPPA.—Quite a good number of them ; I think about a dozen. If the Hon'ble Member wants, I will give the details.

Mr. SPEAKER.—You can give the number ; that would be easier.

Sri H. SIDDAVEERAPPA.—About even.

ಶ್ರೀ ಎಲ್. ಸಿದ್ದಪ್ಪ.—ಇದನ್ನು ರೆಗ್ಯುಲೇಟ್ ಮಾಡಿದ್ದೀರಾ ? ಇದರ ಉದ್ದೇಶವೇನು ?

Sri H. SIDDAVEERAPPA.—Ultimately to train them to occupy places of responsible work.

Sri L. SIDDAPPA.—Is it to post these people to such of the vacancies that are vacant from the year 1952 ?

Sri H. SIDDAVEERAPPA.—From the report that I have received, it is seen that it is not with respect to the vacancies from the year 1952, but it was with a view ultimately to train these young men and make them gain experience in various places like Foremen so that ultimately they may take places of Superintendents.

Sri L. SIDDAPPA.—Will he place the Government Order wherein Government is directing the recruitment of these Probationers, on the Table ?

Sri H. SIDDAVEERAPPA.—Yes.

Sri L. SIDDAPPA.—After directing the recruitment of Probationers, there was subsequently another order ; is it not so ?

Sri H. SIDDAVEERAPPA.—Yes, it is there.

Sri L. SIDDAPPA.—Will he please place that also on the Table ?

Sri H. SIDDAVEERAPPA.—Whatever orders are required by the Hon'ble Member will be placed on the Table.

Sri L. SIDDAPPA.—In these orders it is specified that these Probationers will be absorbed in these vacancies of Superintendents as and when they occur.....

Sri H. SIDDAVEERAPPA.—As and when they occur, but the point is this. According to the experience gained by these people they will have to be posted against permanent vacancies. In places like the Tata Iron and Steel Works, for any Probationer to occupy the place of a Superintendent, I understand, the period of training is anywhere between 8 to 10 years. These Probationers have been posted as acting Superintendents because there are no men available. The only point is about the grade pay. That question is under the examination of the Government.

Sri L. SIDDAPPA.—Please do not anticipate my question. The Probationers were recruited with a view to fill up the vacancies as and when they occur, is it not ?

Sri H. SIDDAVEERAPPA.—Yes, there are no two opinions about it.

Sri L. SIDDAPPA.—Since how long they have been in the permanent vacancies in the cadre of Superintendents?

Sri H. SIDDAVEERAPPA.—The vacancies have arisen for the last two years. I am not able to give definitely when.

Sri L. SIDDAPPA.—Roughly for the past two years, let us take. Since then these Probationers who were recruited in 1948 for getting the required training, after passing through the probationary period and after taking the training in the Tatas and in foreign countries, have been holding independent charge of these posts, is it not?

Sri H. SIDDAVEERAPPA.—Yes, they have been.

Sri L. SIDDAPPA.—You have had very nearly two years' time to judge the capacity of these people in these posts, is it not?

Sri H. SIDDAVEERAPPA.—Yes.

Sri L. SIDDAPPA.—What is the report you have got about their work and conduct?

Sri H. SIDDAVEERAPPA.—I do not want to say anything about their work and conduct here.

Sri L. SIDDAPPA.—If there is nothing against them, how can you say 'Yes'? (*Laughter.*)

Mr. SPEAKER.—Have you seen the latest Civil List yesterday?

Sri L. SIDDAPPA. Yes. May I draw your kind attention to the office memo dated 28th April 1952 issued by the Iron Works Management regarding these Probationers? May I read it for your benefit or are you aware of it?

Sri H. SIDDAVEERAPPA.—You may safely presume that I am aware of it.

Sri L. SIDDAPPA.—Then I will refer only to relevant portions in the memo.

> "Out of the 13 Probationers of first batch referred to in the margin who have been confirmed with effect from the date of completion of the period of probation as per G. O. dated 25th July 1951 referred to above, the first 11 Engineering and Chemist Probationers posted to the different sections in the Works will be designated as Technical Assistant to the Superintendents of the respective sections carrying their grade pay (200—20—400) as 'personal'....."

The next that follows is very important and you may please carefully listen to it.

> "as 'personal' until they are absorbed in regular vacancies in the cadre of Superintendents or other posts on equal pay irrespective of their doing duties in the meanwhile.....as vacancies arise....."

Now, according to your own admission, the vacancies have been there for the last two years. They arose two years ago. Since then they have been put in charge of the work. Why have you not given them the salaries the posts carry?

Sri H. SIDDAVEERAPPA.—The Hon'ble Member is aware that in the case of Probationers their grade pay was once up-graded; that which was at the rate of 120 was up-graded to 200. The question that is engaging the attention of the Government is whether is would be altogether advisable to give another jump as soon as that and again. As it is, this matter is engaging the attention of the Government.

Sri L. SIDDAPPA.—When the salary was up-graded to 200—20—400, there were no vacancies in the cadre of Superintendents and they were asked to work under these Superintendents as Assistants. Is it not?

Sri H. SIDDAVEERAPPA.—Yes.

Sri L. SIDDAPPA.—If they have undergone the training also to make them even more fit for holding independent charge of the office, why is it they are denied what is due to them?

Sri H. SIDDAVEERAPPA.—Apart from their pay, we have not denied them the privilege of working and getting knowledge.

Sri L. SIDDAPPA.—The substantial privilege you have taken away from them and the shadow of the privilege you have given to them!

Sri H. SIDDAVEERAPPA.—I should be one of those who believe that in due course they will have to get their proper deserts. The difference in pay is only

Rs. 40 at the moment and pay in my opinion is not the sole criterion for getting themselves properly trained.

Sri L. SIDDAPPA.—For the Hon'ble Minister the difference of Rs. 40 in salary may not be very much. But for these poor officers, the Government should be aware that it matters a great deal.

Sri H. SIDDAVEERAPPA.—It is exactly with that point in view I called for a meeting of these Probationers; I had a long interview with them. I had a discussion with them for two hours. I told them that I would examine their case, that they should not be worried about it, and that they should be more interested in getting proper training in the first instance.

Sri L. SIDDAPPA.—If they have been placed in independent charge, shall we conclude that there has been progress made in the various sections in which they have been working? May I know whether there has been progress in production in the various sections in which these people have been working?

Sri H. SIDDAVEERAPPA.—I have been getting progress reports and I have been looking into them.

Sri L. SIDDAPPA.—May I draw your kind attention to another memo dated 26th December 1952 issued by the Management? That memo is quite contrary to the memo that was passed on 25th April 1952. While in the April 1952 memo it is stated that these people after they undergo training will be absorbed in the cadre of Superintendents as and when vacancies arise, the second part of the second memo says:

> "Whatever may be the designation of these officers while so working, they will be drawing their own grade pay, *i.e.*, 200-20-400 and counted either against posts carrying lower or higher grade pay. As soon as they reach Rs. 300, the minimum of the present Superintendent's grade in their grade pay of Rs. 200-20-400 they will be absorbed permanently against the vacant posts carrying higher salary, revising the grades, if need be."

For absorption the criterion is not whether they have qualified themselves fit to hold these charges. This last sentence makes it clear. In this grade of Rs. 200-20-400 as soon as they get Rs. 300, they will be promoted and they will be taken over to the next higher grade, *i.e.*, Rs. 300. Does it not reveal petty trader's mentality?

Sri H. SIDDAVEERAPPA.—I may not be able to agree with the Hon'ble Member's view about the mentality. But what I am saying is this. So far as the position is concerned, the Hon'ble Member is aware that there is a seniority list. Sometimes men who are senior to those whom you have appointed as Superintendents will not have the requisite qualifications. Where the seniority will be affected by this arrangement.....

Sri L. SIDDAPPA.—I am afraid you are straying on to irrelevant point. These Probationers were appointed to hold independent charges after undergoing the required training and when they are found fit to hold independent charge. Now they have been holding such charge for these two years. You would not have entrusted them with responsible work for two years unless they were found fit. Then, why is it that you have denied them the grade salary that is due to them?

Sri H. SIDDAVEERAPPA.—Very well, I will examine the position, as I have already said.

Sri L. SIDDAPPA.—Well, Sir, when these persons are not yet confirmed in these posts, according to service rules, are they not entitled to allowance?

Sri H. SIDDAVEERAPPA.—Where allowances are due according to rules, allowances are also given in the case of a few.

Sri L. SIDDAPPA.—May I read for the benefit of the Hon'ble Minister the relevant provision which runs as follows:

> "A permanent employee in the monthly rated establishment, when acting in a higher vacancy for a continuous period of seven days or more, shall draw the pay of his substantive post plus 20 per cent of the pay of the post in which he is acting or if such post is on a

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graded scale, 20 per cent of the minimum of the grade, provided that the total emoluments so drawn shall not exceed the pay of the higher or the minimum of the scale of the higher post, if such post is on a graded scale."

If this is the service rules which is in force in the Iron and Steel Works, if this is applied, they are entitled to allowance.

Sri H. SIDDAVEERAPPA.—As I said, I will examine whether they are getting the allowance or not.

Sri L. SIDDAPPA.—Is it not an invidious distinction ? Shall I hope that the Hon'ble Minister will implement the assurance he has given on the floor of the House ?

Sri H. SIDDAVEERAPPA.—I have said that I will examine.

Sri L. SIDDAPPA.—You may examine. If you find it just and reasonable, it may please be implemented immediately.

Advances to build houses in Corporation Area.

Q.—805. Sri P. R. RAMAIYA (Basavangudi).—

Will the Government be pleased to state :—

(*a*) how many Government servants have applied for house building advances in the Corporation area of the City of Bangalore in the year 1952-53 and 1953-54 ;

(*b*) how many of these applications were complied with ;

(*c*) what were the amounts advanced in each case ?

A.—Sri K. HANUMANTHAIYA (Chief Minister).—

	1952-53.	*1953-54.*
(*a*)	46	83
(*b*)	31	58

(*c*) Statements appended below.

Statement showing the names of officers to whom advances for the construction of houses in the Corporation Area of City of Bangalore have been granted during the year 1952-53.

Sl. No.	Name	Amount
	Revenue Department.	
	Sriyuths—	Rs.
1	N. Madhava Rao, Revenue Commissioner in Mysore, Bangalore.	25,000
2	T. Rangamalliah, Deputy Commissioner, Bangalore ...	10,000
3	D. R. Chennarudriah, City Magistrate, Bangalore ...	3,900
4	K. N. Krishnappa, Revenue Head Munshi, Deputy Commissioner's Office, Bangalore.	3,500
	Registration Department.	
5	Mohamed Ghouse, II Division Clerk, Taluk Office, Magadi ...	2,000
	Public Works Department.	
6	J. Venkata Das, Technical Assistant to Chief Engineer, Bangalore.	13,500
7	A. G. Arunachalam, Draftsman ...	4,500
8	K. C. Venkatanarayana Deekshit, Clerk ...	4,536